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ABSTRACT

The Personnel Development Program is essential to the national economic development of Taiwan, Republic of China. The program consists of vocational training, employment services, and a labor market information service. Thirteen public vocational training institutions, along with in-plant training programs, aim to increase the number of skilled workers and solve unemployment problems of youth. Seven measures have been formulated by the government to strengthen the program. These include drafting a program of vocational education, drafting a Vocational Training Act, providing more than 10,000 skilled workers for preemployment training each year, conducting upgrading workshops for workers, conducting skill tests and issuing certificates, encouraging employers' associations to establish their own training centers, and promoting advanced training programs through technical cooperation with foreign companies. The employment services offer career guidance, placement, and employer services. In addition, the Department of Personnel Development Program of the Council for Economic Planning and Development as well as local agencies provide a series of weekly, monthly, quarterly, and semiannual reports on labor market information. Through carrying out the Personnel Development Program, the Republic of China hopes to change the industrial structure, to become a modern nation, to be ranked among the most developed countries in the world, and to accomplish the ideal of providing suitable opportunities for those who have the ability to work.
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TAIWAN PERSONNEL DEVELOPMENT PROGRAM

(THE VOCATIONAL TRAINING PROGRAM IN TAIWAN, R.O.C.)

1986 IVETA/AVA CONFERENCE PRESENTER:

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MINISTRY OF INTERIOR

R.O.C.

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Taiwan Personnel Development Program

(The Vocational Training Program in Taiwan, R.O.C.)

Personnel Development Program is very essential to national economic development especially for the nation with shortage of natural resources and high population density, like Taiwan, the Republic of China.

Most of economists agree that the human resources play a key role in the process of economic development. How to make a good use of the ample human resources in Taiwan has become the main goal of my government.

In order to reach this goal, we put much effort on providing employment security, which means the offer of vocational training, employment services and labor market information.

1. Vocational Training:

Vocational training is an inevitable step in cultivating a country's skilled labor. It may improve the quality of the skilled labor, and adjust the personnel supply and demand effectively so as to meet the needs of rapid economic and social development.

In view of this, the Republic of China promulgated its first Personnel Development Program in 1966. The implementation of vocational training is a major subject. Under the encouragement and the support of the government, both the public training and in-plant training have been well-developed.

There are 13 public vocational training institutions in total at present. In fact, the public training has played a major role in supplying the skilled workers of the employment market and help solve the unemployment problems of the youths. CVTV is a good example of vocational training development in Taiwan. As for the details, you can see the CVTC brochure.

The in-plant training sponsored by the business enterprises is for the purposes of upgrading the skills of their workers. The system of Vocational Training, the Number of Required Engineering and Technical Personnel in 1981-1991, and Annual Number of Vocational Trainees in 1967-1985 can be seen in figure 1.1, 1.2, and 1.3.

In March 1981, Employment and Vocational Training Administration was established under Ministry of Interior in charge of coordination, promotion and supervision of vocational training, employment services and trade skill tests. In face of the new challenges due to rapid economic progress and technological change, EVTA has taken a series of measures after its establishment.

(1). To draft the Program on Strengthening Vocational Training and put it into inforcement in May 1982. The program prescribes the measures for the expansion of vocational training capacities, the improvement of training quality and the development of vocational training system.

(2). To draft " Vocational Training Act " Which has been decreed since December 1983.

(3). To provide more than 10,000 skilled workers for the pre-employment training per year in the public vocational training institutions under the supervision of EVTA. With the help of this training, the graduates from high school and those economically disadvantaged youngsters get into employment.

(4). To conduct various up-grading training courses for the in-service worker by the public vocational training institutions.

(5). To conduct trade skill tests and issue certificates. From Oct. 1973 to March in 1986, a total of 222,679 certificates have been issued in 65 different trades.

(6). To encourage the employers association to establish their own training centers to provide training services for their member enterprises.

(7). To promote advanced training programmes through technical co-operation with foreign companies, in order to introduce the effective training methods.

In the coming years, except those measures mentioned above, we will endeavor to train the personnel and establish the perfect career training system to meet the changing employment environment.

2. Employment Services:

(1). Organizations:

Without the establishment of public employment service prior to 1923, the labor exchanges were provided by the private profit making organization. The first modern public employment service agency was set up in 1956. The functions of public employment service are to provide placement counseling, labor market information, and employer services. At present, there are 7 public employment services regional centers and 38 branch offices. In central government level:

- (A). The Ministry of Interior is in charge of drafting, planning, coordinating and promoting the employment service policy in general.
- (B). The National Youth Commission renders services to the youths who graduate from junior colleges and above, and
- (C). The Vocational Assistance Commission for Retired Servicemen offers services for the retired servicemen.

(2). Activities:

The employment service includes:

- (A). Career guidance, which is to help people planning their future through interview, occupational psychological test, and adequate information. In 1985, there were 291,177 applicants and 44,397 persons received aptitude and interest tests.
- (B). Placement, during the period from 1981 to 1985, the annual average number of persons placed was 116,367; the ratio of persons placed to applicants was 48.7%; and persons placed to job openings was 35.9%. The computerized worker-job matching system was installed since May 1982. For speeding up the operation to match and distribute the job opportunities, 17 offices have been equipped with computer and more offices will join this program.
- (C). Employer services, which provides various services for the employers, such as offering labor market information, screening services for mass recruitment, selecting job applicants through use of occupational psychological test,

etc.. Such services are provided both for the domestic or foreign firms in the Republic of China.

3. Labor Market Information:

The Department of Personnel development Program, Council for Economic Planning and Development (CEPD) as well as local public employment service agencies provide a series of weekly, monthly, quarterly, and semi-annual report on labor market information.

- (1). Weekly labor market reports are concerned with job vacancies, which include the job title, wage rate, working hours, and where the jobs are.
- (2). Monthly labor market reports analyze the major changes of regional labor market.
- (3). Quarterly labor market reports are published by the regional employment service centers, each report is concerned with a special topic related to employment, personnel requirements, and projection of hirings for next three months or six months.

Through carrying out the Personnel Development Program, we hope to change the industrial structure, to become a modernized nation, to be ranked among the most developed countries in the world, and to accomplish the ideal of " Providing suitable opportunities for those who have the ability to work. "

Figure 1.1

THE SYSTEM OF VOCATIONAL TRAINING

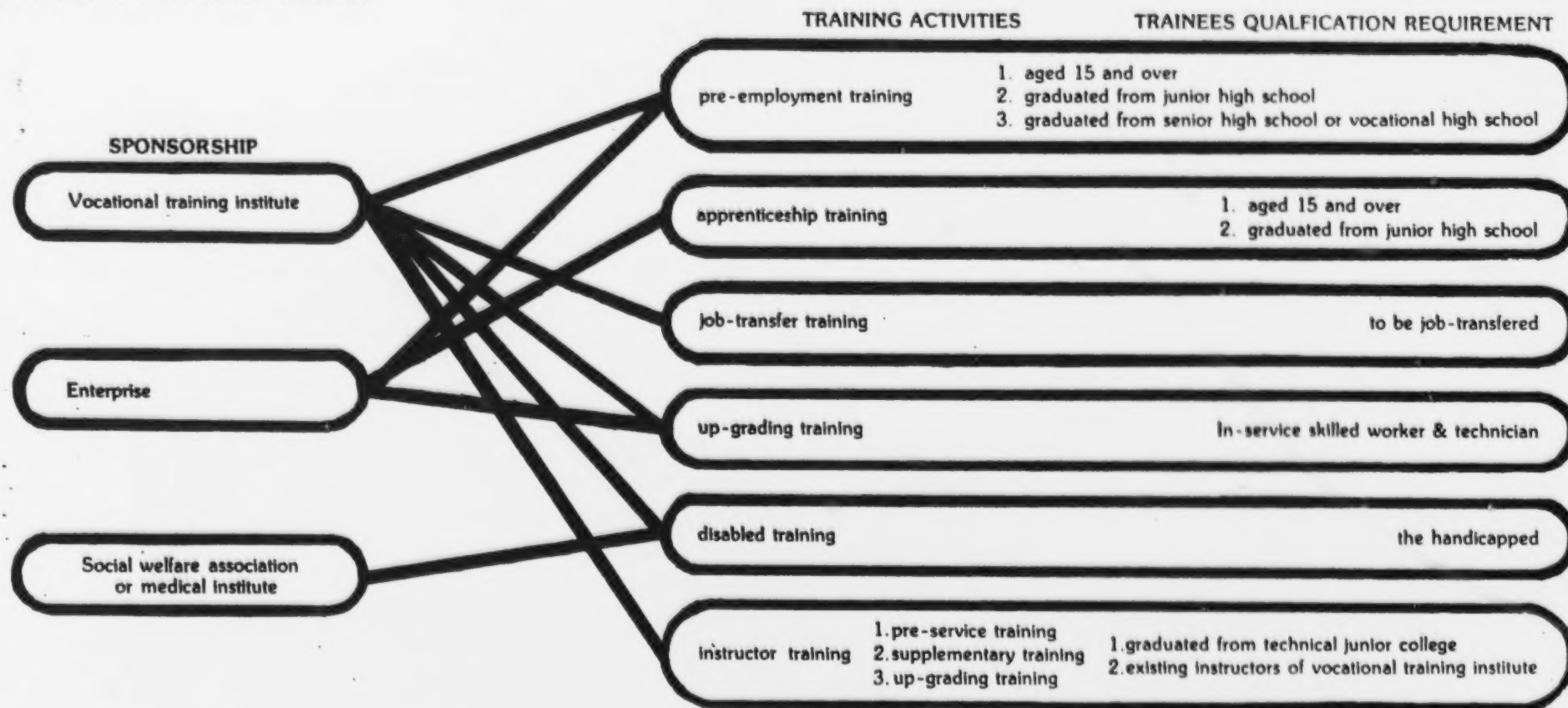


Figure 1.2

NUMBER OF REQUIRED ENGINEERING AND TECHNICAL MANPOWER IN 1981 - 1991

UNIT: Persons												average annual growth %
	1981	1982	1983	1984	1985	1986	1987	1988	1989	1990	1991	1981-1991
Total	93,450	101,080	110,100	119,930	130,930	142,520	155,020	168,300	182,530	197,760	213,520	8.61
electrical engineering	15,620	16,830	18,270	19,840	21,600	23,410	25,360	27,400	29,560	31,860	34,170	8.14
electronics	7,570	8,570	9,730	11,060	12,570	14,280	16,170	18,300	20,680	23,350	26,330	13.28
electric power	1,200	1,320	1,470	1,600	1,770	1,960	2,170	2,400	2,650	2,920	3,230	10.41
mechanical engineering	19,490	21,150	23,100	25,260	27,680	30,300	33,170	36,250	39,590	43,220	47,070	9.77
civil engineering	12,080	12,950	13,970	15,090	16,340	17,590	18,900	20,250	21,640	23,080	24,420	7.29
chemical engineering	5,510	5,960	6,470	7,010	7,590	8,200	8,860	9,580	10,340	11,160	12,020	8.11
print	330	370	410	450	500	550	600	650	700	750	800	9.26
shipbuilding	310	330	370	400	440	480	530	580	630	690	750	9.24
textile	4,910	5,230	5,540	5,940	6,310	6,710	7,130	7,580	8,060	8,550	9,040	6.34
refrigerating and air conditioning	640	740	810	890	980	1,080	1,180	1,290	1,410	1,550	1,700	9.60
environmental sanitation	820	870	930	1,000	1,070	1,140	1,220	1,300	1,380	1,470	1,550	6.57
material	1,310	1,380	1,490	1,600	1,710	1,830	1,950	2,060	2,190	2,310	2,430	6.37
industrial engineering	5,870	6,340	6,840	7,480	8,160	8,860	9,610	10,380	11,210	12,080	12,950	8.23
industrial design	1,070	1,170	1,270	1,390	1,520	1,670	1,820	1,990	2,180	2,370	2,580	9.20
industrial sanitation	1,720	1,870	2,030	2,200	2,390	2,590	2,810	3,050	3,300	3,520	3,870	8.45
ship's engineering	100	110	120	130	140	160	170	180	200	210	230	8.69
construction	10,230	10,980	11,810	12,750	13,810	14,850	15,940	17,040	18,180	19,340	20,390	7.14
water conservancy	810	870	930	1,010	1,090	1,170	1,260	1,350	1,440	1,530	1,610	7.11
telephone and telegraph	3,680	3,900	4,300	4,660	5,070	5,490	5,950	6,430	6,930	7,480	8,040	8.13
transportation	90	90	100	110	120	130	140	150	170	180	190	7.76
maritime navigation	50	50	60	60	70	70	80	90	90	100	110	8.20

Figure 1.3

ANNUAL NUMBER OF VOCATIONAL TRAINEES IN 1967-1985

UNIT: Numbers in ten thousands

